



Workload Reduction Charter



Culture



Our culture within all the schools in our Trust is one of collaboration and collective efficacy.

We are committed to supporting each other for the common good through sharing good practice.

Pupil Feedback



There is no expectation to mark every piece of work. We encourage a blended approach to feedback including live marking, verbal feedback and more formal marking to support progress.

Data Collection



We only collect data three times a year so that we can review progress. It is up to individual teachers how they record or monitor progress at other times.

We are also currently developing Trust wide assessment systems- many of which are automatically analysed.



PPA

Every teacher is entitled to their PPA and this is regular timetabled time out of class- we encourage teachers to take their PPA at home if they choose to support work/life balance.

Workload

We support the principles of reducing workload where possible. If a report or document is not going to add value then we don't ask for it.

Our directed time calculations allow flexibility and non-allocated time.

We also hold network meetings to share good practice and work collaboratively.

Curriculum Development

We provide a Trust wide curriculum with resources to reduce planning and preparation workload.



Planning

There is no requirement to complete planning on a specified proforma.

Your lesson slides are your planning support and many subjects have standards slides to support further.

Communication and Emails



Staff need to switch off as much as possible when they are at home! We have worked to reduce the number of emails from the central team. We are committed to not sending emails between 6pm and 7am and during holidays except in an emergency and ask our staff to adhere to this as well.

We ask that staff do not complete CPOMS after 5pm.

Support



Dedicated leadership time. Protected reflection time for headteachers.